



TX VOAD Probationary and Termination Policy for current members

TX VOAD Board of Directors (“BOD”) at a meeting held Feb. 14, 2024 while reviewing annual records such as outstanding dues and quarterly meeting participation from 2023, addressed expectations in accordance with TX VOAD Bylaws of our current member organizations. The BOD in its authority, in accordance with TX VOAD Bylaws, has implemented a new policy, specifically addressing membership standing and compliance with two (2) procedural criteria: nonpayment of dues and nonexistent or deficient participation in TX VOAD meetings. *ART II.C*. The BOD unanimously agreed procedural requirements of paying dues and meeting participation is required to remain in good standing as a member of TX VOAD.

TX VOAD BOD agreed on the following policy:

- ✚ Records to be reviewed prior to the end of the first quarter of the new calendar year and identify organizations with:
 - Outstanding dues from the previous year
 - Level of meeting Participation, as documented by official representation, i.e. the identified representative of the organization (POC) in at-large meetings. Participation in meetings is defined as:
 - nonexistent-0% attendance in the meetings
 - deficient-50% or less attendance in the meetings
 - BOD will review current membership points of contact (“POC”) info and collaborate to fill any gaps and attempt to connect with organizations.
- ✚ Member organizations identified by the BOD will be placed on a probationary status, for a time-limited period to remedy the situation. The TX VOAD chair will issue a *TX VOAD Notice of Probationary status* letter to the member organization, and CC the TX VOAD BOD and TX VOAD membership committee. The two (2) terms that initiate and sustain probationary status:
 - Payment of dues
 - Limited/no Participation in TX VOAD at-large meeting(s)
- ✚ Organizations that fail to meet both terms of the probationary status will be terminated from TX VOAD membership and removed from all TX VOAD contact lists. The TX VOAD chair will issue a *TX VOAD Termination* letter to the member organization, supplemented with the previous *TX VOAD Notice of Probationary status* letter and CC TX VOAD BOD and TX VOAD membership committee. Organizations that wish to become members again will be directed to the TX VOAD application process.
- ✚ Organizations that fail to meet the participation terms of the probationary status, will remain on probationary status and be reviewed by the BOD on a reoccurring basis. If participation continues to be nonexistent or deficient, the member organization will be issued a 2nd *TX VOAD Notice of Probationary status* letter, where defined terms will outline an extension of the probationary period and consequential term notation of membership. TX VOAD chair will issue a 2nd *TX VOAD Notice of Probationary status* letter, supplemented



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with initial *TX VOAD Notice of Probationary status* letter and CC the TX VOAD BOD and TX VOAD membership committee.

- Organizations that fail to meet the terms of the 2nd *TX VOAD Notice of Probationary status* letter will be terminated from TX VOAD membership removed from all TX VOAD contact lists. The TX VOAD Chair will issue a *TX VOAD Termination* letter, supplemented with the Initial *TX VOAD Notice of Probationary status* letter, and the 2nd *TX VOAD Notice of Probationary status* letter and CC the TX VOAD BOD and TX VOAD membership committee.